

**2016 WEST VIRGINIA HUMAN RIGHTS  
COMMISSION FAIR HOUSING  
CONFERENCE**



**WEST VIRGINIA STATE UNIVERSITY  
JAMES C. WILSON UNIVERSITY UNION  
(ROOMS 134 & 135)**

**THURSDAY, APRIL 28, 2016**

**8:30 A.M. - 4:30 P.M.**

## 2016 West Virginia Human Rights Commission Fair Housing Conference Agenda

**Registration** ..... 7:30 a.m. - 8:30 a.m.

**Welcome** ..... 8:30 a.m. - 9:00 a.m.

Yodora Booth, West Virginia Human Rights Commission Director of Operations

Dr. Orlando McMeans, WVSU Vice President for Research and Public Service

Evie Williams, HUD Senior Management Analyst, Field Policy and Management in the Charleston Field Office

### **The Rights and Obligations: Reasonable Accommodations and Reasonable Modifications**

Martha Becilla, Housing Advocate & Program Manager ..... 9:00 a.m. - 9:40 a.m.

Northern West Virginia Center for Independent Living (NWVCIL)

Fair Housing Initiatives Program (FHIP)

### **Assistance Animals and the Fair Housing Act**

Regina Mayolo, Technical Assistance Specialist ..... 9:40 a.m. - 10:20 a.m.

WV Assistive Technology Systems (WVATS); Center For Excellence in Disabilities (CED)

**Break** ..... 10:20 a.m. - 10:35 a.m.

### **The HOME Program**

Zora Rogers, Home Program Supervisor ..... 10:35 a.m. - 11:15 a.m.

Mayor's Office of Economic and Community Development (MOECD)

### **Take Me Home, West Virginia - A Money Follows the Person Initiative**

Esther Hupp, Housing Coordinator ..... 11:15 a.m. - 12:00 p.m.

West Virginia Bureau for Medical Services

**Luncheon** ..... 12:00 p.m. - 1:00 p.m.

### **Developing Affordable Housing**

Luncheon Speaker: Mark A. Sadd, Attorney

Lewis, Glasser, Casey, and Rollins, PLLC

**Presentation of 2016 Fair Housing Poster Contest Winners** ..... 1:00 p.m. - 1:15 p.m.

\*\*\*Co-Sponsored by The West Virginia Housing Development Fund\*\*\*

### **Landlord/Tenant Law and Seniors Legal Aid**

Cathy McConnell, Executive Director ..... 1:15 p.m. - 2:00 p.m.

West Virginia Senior Legal Aid, Inc.

### **The WWHRC Complaint Process; Pressing Issues in Housing Discrimination**

Ann Haight, Deputy Attorney General

Attorney General's Office, Civil Rights Division

and

Cameron McKinney, General Counsel

West Virginia Human Rights Commission ..... 2:00 p.m. - 3:00 p.m.

**Break** ..... 3:00 p.m. - 3:10 p.m.

### **Ending Homelessness**

Rachel Coen, Project Specialist ..... 3:10 p.m. - 3:45 p.m.

West Virginia Coalition to End Homelessness

### **Housing Discrimination and the LGBTQ Community; Information and Updates**

Andrew Schneider, Executive Director ..... 3:45 p.m. - 4:20 p.m.

Fairness West Virginia

**Closing Remarks & Survey** ..... 4:20 p.m. - 4:30 p.m.

Marykaye Jacquet - West Virginia Human Rights Commission Acting Executive Director



STATE OF WEST VIRGINIA OFFICE  
OF THE GOVERNOR

1900 KANAWHA BOULEVARD, EAST  
CHARLESTON, WV 25305  
(304) 558-2000

EARL RAY TOMBLIN  
GOVERNOR

## GREETINGS FROM GOVERNOR EARL RAY TOMBLIN

Welcome to the 2016 West Virginia Fair Housing Conference, hosted by the West Virginia Human Rights Commission! I'm sorry I am unable to join you for what is sure to be a successful event.

For generations, the Fair Housing Act of 1968 has made it possible for everyone to have a place to call home and achieve the American dream. Families in West Virginia, and across the country, deserve access to safe, quality housing at an affordable price.

I'm proud of our Human Rights Commission's continued commitment to our state's residents and appreciate all of those involved in this worthwhile endeavor. Your hard work and incredible passion are admirable, and I congratulate you on a job well done.

Again, welcome to the West Virginia Fair Housing Conference, and welcome to the Capitol City.

Sincerely,

A handwritten signature in blue ink that reads "Earl Ray Tomblin".

Earl Ray Tomblin





STATE OF WEST VIRGINIA  
DEPARTMENT OF HEALTH AND HUMAN RESOURCES

Earl Ray Tomblin  
Governor

Karen L. Bowling  
Cabinet Secretary

April, 2016

Thank you for participating in the 2016 Fair Housing Conference sponsored by the West Virginia Human Rights Commission.

Each year April is recognized as *Fair Housing Month* to celebrate the signing of the Fair Housing Act by President Lyndon Johnson in 1968. The law prohibits discrimination in the sale, rental and financing of housing based on race, color, national origin, religion, sex, familial status, and disability.

At the West Virginia Department of Health and Human Resources it is our mission to promote and provide programs and services to improve the overall health and well-being of every West Virginian. Your participation in this conference today is evidence that you share our goal of service.

The information you receive today will bolster and support your efforts to make sure that discrimination, whether overt or subtle, is not an obstacle facing the citizen of our state. We have made great strides since 1968, but we must be ever vigilant to protect the rights of those around us to make sure that everyone has an opportunity to be healthy and successful in a home of their choosing.

With warm wishes,

A handwritten signature in blue ink that reads "Karen L. Bowling".

Karen L. Bowling,  
Cabinet Secretary



## MESSAGE FROM THE MAYOR

Welcome to Charleston! As the Mayor, I am pleased that our City is co-hosting the West Virginia Human Rights Annual Fair Housing Conference. It is an honor and a privilege to have this annual event held locally.

As you come into the Charleston area, you will have the opportunity to enjoy our fine hotels and restaurants conveniently located near what will soon be our reimagined Civic Center and one of the city's crowned jewels the Clay Center for the Arts and Sciences. In downtown Charleston, you will find quaint shopping, dining, and nightlife. Be sure to include a visit to the Town Center Mall. Trolley buses shuttle throughout downtown, providing easy access to the City's key points of interest.

Charleston is an entertainment destination within itself. In addition to our well-earned reputation for hospitality, the City offers beautiful scenery, recreational facilities, state parks, and historical attractions. Hopefully, all these attributes will make your stay a pleasurable one here in the Greater Kanawha Valley.

On behalf of the City, I wish you every success with this year's conference. Thank you for visiting Charleston. I hope you enjoy your stay and plan to visit us again.

Sincerely,

Danny Jones, Mayor



**STATE OF WEST VIRGINIA  
DEPARTMENT OF HEALTH AND HUMAN RESOURCES  
HUMAN RIGHTS COMMISSION**

**Earl Ray Tomblin  
Governor**

**1321 Plaza East, Room 108A,  
Charleston, WV 25301**

**Karen L. Bowling  
Cabinet Secretary**

**Marykaye Jacquet  
Acting Executive Director**

Greetings to you, on behalf of the entire staff of the West Virginia Human Rights Commission and Commissioners.

Each year the West Virginia Human Rights Commission joins scores of Housing agencies and organizations across the country in celebration of Fair Housing Month. This year as we look at Fair Housing as a "Shared Opportunity in Every Community", we remember the vision of Former President Lyndon B. Johnson, who believed that equal housing opportunities should be available and affordable for all people.

The Commission continues its efforts to enforce the West Virginia Fair Housing Act, Title VIII which prohibits discrimination in the sale, rental and financing of housing. The Commission is also grateful for the continued partnership of the U. S. Department of Housing and Urban Development (HUD), whose guidance helps our efforts in compliance with their guidelines for those equal housing opportunities for all West Virginia's citizens.

I extend my appreciation to all of you whose participation speaks to your support of a "Shared Opportunity in Every Community" as being an ongoing effort.

**Marykaye Jacquet**  
Acting Executive Director  
WV Human Rights Commission





STATE OF WEST VIRGINIA  
DEPARTMENT OF HEALTH AND HUMAN RESOURCES  
HUMAN RIGHTS COMMISSION

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Cabinet Secretary

Marykaye Jacquet  
Acting Executive Director

Dear Friends:

As Chair of the West Virginia Human Rights Commission, it is truly an honor to welcome you to the 2016 Fair Housing Conference here at the West Virginia State University's Student Union. The West Virginia Human Rights Commission is equally to administering the West Virginia Human Fair Housing Act and enforcing the rights of all West Virginians, equal opportunity in the rental, sale or lease of available property.

While existing challenges in the housing market continue to confront the citizens of West Virginia, I am grateful for the resource of the Commission's Housing Unit for their diligence in meeting those challenges with the most up-to-date resources and resolutions that minimize those barriers to affordable housing we see overall.

I am very proud to serve with committed men and women who have a compelling devotion to continue to work for equality in housing and respect for all mankind.

"Shared Opportunity in Every Community"

Sincerely,

*Darrell W. Cummings*

Darrell W. Cummings, Chair  
West Virginia Human Rights Commissioners





**Marykaye Jacquet, Acting Executive Director  
West Virginia Human Rights Commission**

Ms. Jacquet is a native West Virginian, the third of five children born to Eric and Amanda Tyree. She studied Social Services at West Virginia Institute of Technology in Montgomery, WV and Gerontology at Akron University in Akron, Ohio.

Marykaye worked in the mental health field at FMRS Mental Health Center in Beckley, WV; Stark County Mental Health Center, in Massillon, Ohio and was Activities Director for several nursing facilities throughout West Virginia and Ohio before becoming employed by the State of WV.

Marykaye Jacquet has been employed for the past 8-years with the West Virginia Human Rights Commission, initially as Deputy Director, before being appointed Acting Executive Director by Governor Earl Ray Tomblin, in March of 2014.

Under her administration the Commission has published and launched **“My Rights” Coloring and Activities Books** for grade school and middle school age children, which highlight their rights as human beings, especially in the areas against bullying.

The Commission and Commissioners continue to educate and promote an awareness of discrimination issues related to Housing, Employment and places of Public Accommodation that affect the citizens of West Virginia, as outlined in the West Virginia Human Rights Act, the West Virginia Fair Housing Act and the West Virginia Pregnant Workers Fairness Act.

***“It’s not just our job, it is our duty as servants of the State of West Virginia.”***





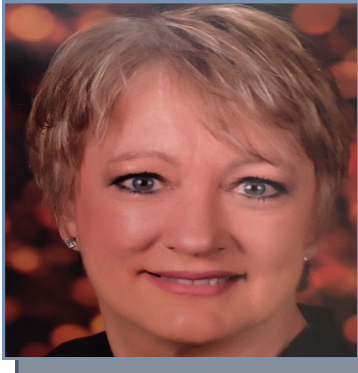
**Dr. Orlando F. McMeans is the Vice President for Research and Public Service at West Virginia State University, the Executive Director of the WVSU Research & Development Corporation, Director of Title III Programs, and Dean & Director of the Gus R. Douglass Land-Grant Institute. In addition, Dr. McMeans is a full tenured research professor of biology at WVSU. He began employment at West Virginia State College (now University) in November 1998 as the Director of the Department of Land-Grant Programs.**

**He received the Bachelor of Science in Horticulture from Alabama A&M University, the Master of Science in Horticulture from the University of Illinois at Urbana-Champaign and earned the Ph.D. in Horticulture, also at the University of Illinois at Urbana-Champaign. After graduating from the University of Illinois, he went on to do postdoctoral studies at Virginia Tech in the area of genetic engineering.**

**As Vice President for Research and Public Service, Dr. McMeans is responsible for promoting and advancing research and public service activities and initiatives with the main goal of enhancing the quality of life for West Virginia citizens. In his role of Executive Director, Dr. McMeans supervises and monitors the day-to-day activities of the WVSU R&D Corporation to include assessing the fiscal and operational policies and overseeing the audit activities of the Corporation. As the Director of Title III Programs, Dr. McMeans is responsible for providing leadership and oversight for daily administration of the Title III and HBCU Master's programs and to ensure proper allocation of resources. In his capacity as Dean and Director of the WVSU Douglass Land-Grant Institute, one of his main responsibilities is to develop, implement and sustain meaningful outreach programs that benefit the citizens of West Virginia. Under Dr. McMeans' leadership, this area has evolved from the Department of Land-Grant Programs to the administrative area of Research and Public service, having a staff of one to now more than 100 scientists, specialists, graduate and undergraduate students, faculty, and staff; and from an annual budget of \$50,000 in 1998 to \$13.5 M in fiscal year 2015.**

**Dr. McMeans has held leadership positions in many national, regional and local organizations. Just to name a few, this year he was reappointed by Governor Earl Ray Tomblin to the WV Science and Research Council and has served as a member since 2011. He serves or has served in leadership roles or as a member of the following organizations: Experiment Station Committee on Organization and Policy (ESCOP); the Association of Research Directors (ARD); Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS); the USDA/1890 Executive Team' the Association of Public and Land-Grant Universities' (APLU) Board on Agriculture Assembly (BAA); APLU's Board on Advocacy Committee (BAC); APLU's Council for Agricultural Research, Extension, and Teaching (CARET); and APLU's Council on Governmental Affairs (CGA). He also holds memberships in the Association of Extension Administrators (AEA), 1890 Deans Council, West Virginia Association of Land-Grant Institutions (WVALGI), and American Society for Horticultural Sciences (ASHS). He also holds memberships to include Phi Beta Sigma Fraternity, Inc., Prince Hall Freemasonry and The Loyal Order of the Moose.**

**Dr. McMeans is originally from Theodore, Alabama, and is the proud son of Rosie M. McMeans Nettles and the brother of siblings Charles, LaTrenia, and Tanjanika.**



Evie Williams was born in Charleston, West Virginia. Williams is a graduate of West Virginia State University with a degree in Education K-8. Her graduate education includes Marshall University, Education Administration, University of Dayton, Community Development, and Harvard University John F. Kennedy School of Government, Community Development.

Williams has received many awards from the U.S. Department of Education, West Virginia Education Association, National Teacher's Organization, Child Welfare League of America, and others. She has several publications, which include: *Holistic Education*, a thematic paper accepted by the National Teachers' Organization and First Lady, Barbara Bush recognized Ms. Young with an award. *At-Risk Children in the School System* - presented to the 1992 West Virginia Education Association (WVEA). She was a past member of board for the National Center for Human Relations (Executive Board Member) and also the Kanawha Valley Collective.

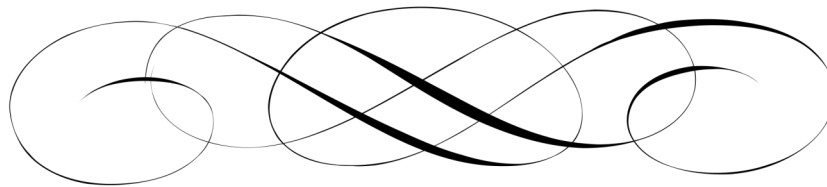
Williams has worked in the public and private school systems teaching elementary education. She was the Executive Director of the West Virginia Child and Family Service Alliance. The Alliance is comprised of six of West Virginia's largest and leading agencies in the child welfare arena. She was responsible for the development of national and regional collaborative initiatives and a statewide network of individuals and organizations that worked cooperatively through education, advocacy, and research to ensure access to resources. She increased the Alliance's grant funding by \$9.8 million dollars in two years.

Prior to her position with the Alliance she was employed at West Virginia State University. She was Director of Sponsored Programs and Contracts at the college. Within three years she increased the College's grants from \$6.5 million to over \$50 million. She coordinated and managed proposals/projects for 398 staff and faculty members that included community-based outreach programs. She was instrumental in the beginning stages to aid the College in reinstating its Land-Grant Status with the US Department of Agricultural. Thus, leading to the development of a full research and community-based division within the college and securing several million dollars in funding.

She came to the US Department of Housing and Urban Development (HUD) in 1999, as a Community Builder. Currently, she is the Senior Management Analyst, Field Policy and Management in the Charleston Field Office. Serves as HUD's primary point of contact for consumer and industry partners, HUD client groups, and the general public. She Initiates, coordinates and develops partnerships with non-profits, community based groups, federal, state, county, and city government agencies, to aid in developing strategies to improve and increase community capacity.



**Martha Becilla is the Program Coordinator of the Northern West Virginia Center for Independent Living's Fair Housing Program. She works to enforce the Fair Housing Act by advocating for individuals who have been victims of housing discrimination based on race, color, religion, national origin, sex, disability, and familial status. A life-long resident of Morgantown, WV, Martha has attended Morgantown High School and West Virginia University.**



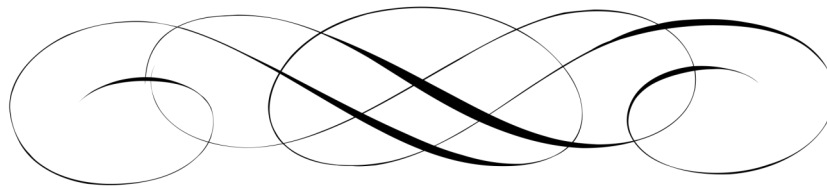
**Regina A. Mayolo, C.A.P.S., is a Technical Assistance Specialist with the West Virginia Assistive Technology System (WVATS) at the Center for Excellence in Disabilities at West Virginia University. For more than twenty-five years, she has worked to develop solutions for program and environmental and community living. Her expertise in identifying assistive organizations and communities in West Virginia increase accessibility, as well as assists West Virginians achieve their desire to live and thrive in their community of choice. A graduate of the University of Pittsburgh with a Bachelor's degree in Philosophy, Regina has done trainings throughout West Virginia on Aging-in-Place, Assistive Technology for Independent Living, the Fair Housing Act (FHA) and the Americans with Disabilities Act (ADA), and was the first NAHB Certified Aging-In-Place Specialist (CAPS) in the state of West Virginia.**

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**Zora Rogers is the HOME Program Supervisor with the Office of Economic and Community Development (MOECD). Zora began her career in Real Estate Lending at One Valley Bank, Charleston, WV. During her employment with One Valley Bank she worked as a Mortgage Loan Collector, Processor, Originator, and Officer.**

**In 1999, Zora was hired by the City of Charleston for the position of HOME Program Supervisor. Her responsibilities include administering the federally funded housing programs for the City of Charleston and the Kanawha County Consortium. These programs include the HOME Blend purchase program for first time homebuyers, the city of Charleston rehabilitation, volunteer, and emergency programs. Additionally, she is responsible for the coordination and monitoring of new construction projects that are developed by certified community housing development organizations.**



**Esther Hupp is the Housing Coordinator for the Take Me Home West Virginia program. As Housing Coordinator for this Money Follows the Person statewide initiative, Hupp is responsible for locating safe, affordable, accessible and integrated housing for persons with disabilities, the elderly, and the seriously mentally ill transitioning back into the community from institutionalized settings. She is also responsible for developing, encouraging, and/or instituting the creating of additional opportunities for accessible, affordable and integrated housing throughout the state. Prior to her work with Take Me Home, Hupp worked as the Lead Housing Investigator for the West Virginia Human Rights Commission and completed the five week training course for Fair Housing Investigators with the National Fair Housing Training Academy in Washington, D.C. She also spent two years as a part-time reporter for the Charleston Gazette. Hupp graduated *summa cum laude* with a Bachelor's degree in English and minors in French and Communications from West Virginia State University in 2010.**



Mark Sadd is a member of Lewis Glasser Casey & Rollins PLLC with law offices in Charleston and Morgantown. His law practice is devoted to the ownership and use of real property.

He is listed in Best Lawyers in America in Zoning and Land Use Law and Eminent Domain Law and in SuperLawyers in Real Property. He consulted the drafters of the 2004 legislation that resulted in the West Virginia Land Use Planning Act.

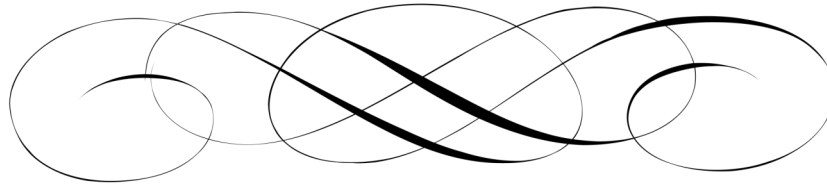
He is former chairman of the Charleston Human Rights Commission. He is a former at-large Charleston city councilman. He led the creation of the Charleston Historic Landmarks Commission. He drafted and lobbied for the 1999 legislation creating the West Virginia Residential Rehabilitation Income Tax Credit. He has served on the board of directors for Preservation Alliance of West Virginia, a state-wide historic preservation advocacy and education organization, and currently sits on its advisory committee. In 2005, President Bush appointed Mr. Sadd to the first of two four-year terms on the Advisory Council on Historic Preservation, an independent federal agency that advises the President and the Congress on historic preservation.

With his brothers, Steve and Chris, he developed the former Glenwood School on Charleston's West Side, built in 1924, into 31 affordable senior apartments. Currently, they are developing the historic former Miller Junior High School building in Fairmont, constructed in 1922, into 46 affordable senior apartments.





**Cat McConnell is Executive Director of West Virginia Senior Legal Aid, a free civil legal services provider for West Virginians age 60 and over. She began her elderlaw career at WVSLA as Staff Attorney in 1996. She earned both her Bachelor's degree and J.D. degree from West Virginia University. She is a licensed member of the West Virginia State Bar and lives in Preston County. She has presented elderlaw workshops at local, state, and national conferences. She has a passion for debunking elderlaw myths and empowering older people to preserve their personal autonomy. She publishes the West Virginia Aging and Law News newsletter, the Aging and Law in West Virginia blawg, and Legal Questions Frequently Asked by WV Seniors.**



**As the General Counsel for the WV Human Rights Commission, Cameron McKinney gives complex legal advice to the acting executive director, commissioners, Investigative unit, and the financial unit in connection with WV Human Rights Act, Fair Housing Act and Pregnant Workers Fairness Act, and the rules and regulations of the Human Rights Commission in contractual compliant with the EEOC and HUD. Cameron can answer legal questions presented by the general public, complainants, respondents, attorneys, legislatures, state agencies and employers in relation to the WV Human Rights Act, Fair Housing Act and Pregnant Workers Fairness Act.**

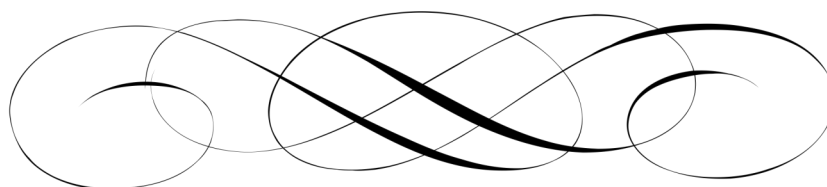
**Mr. McKinney will draft legislation, administrative rules and regulations and agency policies as needed. He will act as counsel for the commission before circuit court and Supreme Court of Appeals as needed. Cameron drafts subpoenas, protective orders in complex complaints, responds to high volume freedom of information act requests, holds administrative review meetings with complainants on no probable cause determinations recommending to director to uphold or reverse determinations to probable cause.**



**Ann L. Haight is a Deputy Attorney General with the West Virginia Attorney General's Office and serves as the Director of the Civil Rights Division and the Consumer Protection and Antitrust Division.**

**Ms. Haight is a graduate of Denison University, where she received a Bachelor of Science Degree in Psychology, and a graduate of the West Virginia University College of Law. She practiced insurance defense and civil litigation, focusing on medical malpractice, employment and business cases with the law firm of Kay Casto & Chaney PLLC in Charleston until joining the Attorney General's Office in 2015. She is trained as a Civil and Family Court Mediator. She also enjoys teaching lawyers and other professions, and spent five years teaching legal assisting and general studies courses at the West Virginia Junior College.**

**She is a member of the West Virginia State Bar and is admitted to practice in West Virginia state courts including the state Supreme Court, the Northern and Southern Districts in the U.S. District Courts of West Virginia, the Fourth Circuit Court of Appeals and the Supreme Court of the United States.**



**Andrew Schneider has nineteen years of experience working for various statewide ACLU affiliates as both director of development and executive director, Andrew Schneider will lead the efforts to continue advocating for effective lesbian, gay, bisexual, and transgender policy changes in West Virginia.**

**Andrew has spent the last seven years as the Executive Director of the ACLU of Connecticut in Hartford where he led the organization to become one of the top affiliate recruiters of new members in the United States and was a leader in the successful state campaigns to win marriage equality and transgender civil rights, abolish the death penalty, and legalize medical marijuana.**

**Prior to that, he was the Executive Director of the ACLU of West Virginia for six years. During that time, he organized a successful statewide grassroots network by creating regional and campus chapters and launching a membership recruitment program which more than tripled its membership. He was also the 2007 recipient of the West Virginia NAACP Freedom Award.**

**Andrew began his career in 1995 with the ACLU in New York City working as the Campus Groups Coordinator leading to a Development Director position with the ACLU in Connecticut in 1998. He holds a Bachelor of Arts degree in European History from Washington and Lee University.**

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# EVERYONE THRIVES IN A VIBRANT COMMUNITY.



We all want access to opportunities in our neighborhoods, such as quality schools, healthcare, housing, food, jobs and transportation. However, in many communities these resources are very limited. Be a part of the movement to ensure everyone lives in safe housing and has access to opportunities that help us all succeed.

Learn how you can get involved at [hud.gov/fairhousing](http://hud.gov/fairhousing)

**FAIR HOUSING. SHARED OPPORTUNITY IN EVERY COMMUNITY.**



A public service message from the U.S. Department of Housing and Urban Development in partnership with the National Fair Housing Alliance. The federal Fair Housing Act prohibits discrimination because of race, color, religion, national origin, sex, familial status or disability. For more information, visit [www.hud.gov/fairhousing](http://www.hud.gov/fairhousing).

# **West Virginia Human Rights Commission**

**1321 Plaza East, Room 108A**

**Charleston, WV 25301**

**Telephone: (304) 558-2616**

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**Fax: (304) 558-2976**

**Website: [www.hrc.wv.gov](http://www.hrc.wv.gov)**

## **Co-Sponsored by:**

**The City of Charleston Mayors Office of Economic Development and  
The West Virginia Housing Development Fund**



Picture on front cover was the 2015 high school winner of the Fair Housing Poster Contest. Winner was from Ripley High School.